

NEWS

July–Sept. – 2002 A CWN Publication

Networking Enhances Women's Suc-

2002/2003 CWN Board of Directors

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July Meeting

The Shape of Things to Come

By
Dena Smith, PERC

County of San Bernardino Vision Statement: We will be known as a positive model for County government, an organization committed to enhancing the quality of life and creating a desirable place to live and work for both our citizens and employees by pursuing the ideas of

- Quality Customer Service that is responsive to the needs and expectations of our citizens and based on the belief that positive customer relations begin with positive employee relations. Dignity and respect for the individual will guide all our interactions.
- Communication that is defined by openness, honesty and trust and is supported by the sharing of information and the building of collaborative, supportive relationships with everyone with whom we interact.
- Excellence through the continual pursuit of more effective and efficient strategies to improve services, simplify our systems for both customers and employees and streamline decision-making. Always getting better" will be achieved by balancing the need to take risks with our duty to practice financial stewardship.
- Leadership that embraces accountability, promotes professional growth, recognizes outstanding performance, and strives to create a spirit of ownership

among all employees.

County of San Bernardino Organizational Planning — ExCL Program.
Background and introduction:

In the fall of 2001, San Bernardino County's leadership began a new chapter in setting the direction of the organization. They conducted the first in a series of meetings that brought more than 100 of the county's top executives together with the Board of Supervisors to set operational goals and priorities.

The "Organizational Planning Workshop: Session I" was held on October 31, 2001 with an agenda that focused on improving communication between and among the Board of Supervisors and the administrative leadership team and developing a shared set of organizational priorities, emphases and directions. A total of 84 recommendations were developed and categorized into the seven theme areas. Staff "implementation" teams were established by the County Administrative Officer (CAO) to review and prioritize the recommendations within their assigned theme areas as follows:

- Communication
- Customer service
- Information technology
- Interdepartmental collaboration
- Internal services
- Long-range planning
- Organizational culture

July Meeting

The Shape of Things to Come (Cont)

In January 2002, the Board of Supervisors and CAO met to review and address the recommendations affecting Board-staff communications and relationships. They also developed clear priorities and expectations for the organization improve the delivery of service to the public.

On April 24, 2002, "Organizational Planning Workshop" Session II" was convened. At this meeting, each implementation team presented specific, actionable strategies to improve organizational effectiveness within their theme area. Workshop participants provided feedback on each strategy presented and approved their implementation.

This report includes the following items:

- Summary of Session II feedback and final team recommendations
- Descriptions of the Policy Items presented to the Board of Supervisors as part of the 2002-03 budget preparation process
- Timelines for implementation of team recommendations
- A brief description of the next steps for the planning effort

See attached Organizational Planning 02/03 Initiatives chart Maintaining Our Momentum. Next steps in Planning Effort: The County Board of Supervisors, CAO, implementation team members and workshop participants have generously dedicated their time, energy and effort in contribution to this unprecedented strategic planning and service improvement effort. In only 8 months, we have been able to realize the benefit of improved business processes and communication strategies. The organizational interests and priorities identified through the planning and process have become the focus or, at minimum, a consideration in dept. planning and operations. We are rapidly approaching the critical point where planning becomes implementation. It is more critical; therefore, that we remain focused and hold ourselves accountable for achievement of our targeted outcomes within the prescribed timelines. The next 2 workshops are 9/19/02 and 3/20/03.

August Meeting

SHOPPING ON A SHOESTRING

By Virginia Adams, CAO's Office

Necessity taught me to try thrift store shopping, or, as I like to think of it, treasure hunting. Many years ago, when my marriage failed, I went from a dual income to a single income. I realized I would have to learn another way to continue to dress well for the office, but stay within a budget.

It was obvious very quickly that all thrift stores are not created equal. In the years I have been thrifting, I have learned that the quality of thrift stores varies greatly. If you have had a less than excellent experience with this type of shopping, I urge you to give it another try as there are wonderful stores in which to find treasures. Remember, you are not shopping at thrift stores to buy someone else's castoffs; you are there to find treasures. People with money generally do not wear their clothes out; they wear them a few times and donate them to charity. These clothes will be high quality, and generally, in excellent condition.

The following thoughts/tips will help make thrifting successful for you:

- *There is no seasonality to thrift stores. If you need something off-season, chances are excellent that you will be able to find it at a good thrift store.*
- *It is a perfect, inexpensive way to try new styles with not much risk.*
- *Many thrift stores accept only cash. This becomes an excellent way to budget if that is a need.*
- *Most thrift stores do not have dressing rooms. That can be a challenge, but wearing a pair of spandex running shorts and an exercise bra under your clothes will allow you to try on items right in the store.*
- *Check zippers, buttons, underarm seams, and linings. Make sure they are in good condition and that they work.*
- *Don't rush to buy something just because it is inexpensive. If you are patient, you will find treasures in better shape on one of your next visits. Be able to walk away if the day you go thrifting there is nothing.*
- *While shopping, if you find an item and you are not sure if it is right for you, put it in your cart until you have made a decision. If you leave it to return later, it is sure to be gone.*
- *Inventory changes daily at good thrift stores affording many opportunities to find just the right thing.*

I urge you to try this way of shopping. There are incredible treasures out there just waiting to be found and enjoyed!

September Annual Business Meeting Highlights

Suggestions by the Scholarship Committee:

- Put scholarship application and announcement in the Voice and Straight Arrow
- Lower membership time to one year to apply for a scholarship
- Since we don't always have people apply for scholarships, lower the number of scholarships, but increase the amount for the scholarships. (Some people think it's not worth it because the amount is so low it won't even cover books.)
- Use left over scholarship money to bring in really good program speakers. Possibly get speakers from popular seminars. That way more people can benefit from the seminar than just the few people who would normally attend the seminar.

Organizational Table Summary

- Outreach teams to go to meet with dept heads to garner dept support of CWN members
- Develop an outreach memo to attach to monthly fliers and newsletters to send to DEPTS instead of individual people.
- CWN insert in Leave and Earnings statements [leaning toward membership but also to increase awareness]
- Start dialogue with John Michaelson about a Policy Memo regarding meeting time as training time [Virginia Adams wants to help].
- Increase awareness of the right of male employees to join, and benefit from, CWN.
- Explore allowing other associate firms to join [other local govt, schools].
- Allow paid advertising space in the newsletters to allow member-to-member networking.
- Begin assigning members with a Member ID# to allow online posting of contact information. Member ID would allow us to set up a password to keep non-members out.

We were primarily focused on increasing county-wide awareness of CWN and ensuring that members are not tripped up by departments that do not support the program.

Fundraising Subcommittee Proposals

- Holiday Boutique
- Dress Party
- Raffle
- Vegas Turn-Around
- Goodie Sales (bake, root beer float, nachos)
- CWN promotion items

From: Kimberly Hays (It supports August's presentation by Virginia Adams "Shopping on a Shoestring") A little story of Kim's move from Ohio to California.
Don't Think Twice....Think Thrift!

At 15, my first job was working for McDonald's. I had to wear their yellow and brown striped, polyester uniforms. YUCK! Then I worked as a Dental Assistant so I wore the typical white smock and pants. As I recall, most of them were polyester, too! At age 21, I moved to California via airplane. There wasn't much room on a plane back then, let alone now, so most of the clothes I owned were casual, summer wear (kiss all of that polyester goodbye!). I got a job as a Customer Service Representative for Pacific Savings Bank (the branch on the corner of "E" and Seventh St. in S.B. Anyone remember it?). I had to come up with appropriate, professional wardrobe on what little money I had. That's when I started Thrift store shopping! I had pretty much nothing to start with and thrift store shopping filled my closets remarkably fast! (I wish I can figure out how to do this with my money!) A year later, my husband and I bought our first house. Still not wealthy, by any means, and taking on the debt of a house, guess where I shopped for furnishings?! One of the reasons I really enjoy thrift shopping is because you can find such a variety of unique items from decades ago and mix and match them for your own individual style.

When I was pregnant, I found great buys on several one-piece rompers that were new or like new for only \$1 or \$2! They would have cost me at least \$8 on sale at a department store. Now that my daughter is in daycare, her clothes get pretty abused! I still hit the thrift stores before I go to the department stores when she needs "new" clothes!

Besides being a cheaper alternative to department stores, it's just plain fun; like being on a treasure hunt! I'll never

Three of Virginia Adam's Favorite Thrift Stores

Rag Time on Green

1136 East Green St. (east of Wilson)
Pasadena, CA 91106
(626) 796-9924

Hours: Mon-Thurs 10 a.m.-5 p.m.; Wed. 10 a.m.-6 p.m.; Fri-Sat 10 a.m.-3 p.m.

Amvets Thrift Store

777 West Foothill Blvd.
Azusa, CA
(626) 334-3111

Hours: Mon-Sat 9 a.m. - 6 p.m.

Community Thrift Store

853 West Arrow Hwy
Glendora, CA
(626) 967-0029
Mon-Sat 9 a.m. - 6 p.m.

SAFETY TIPS: A group of rapists and date rapists in prison were interviewed on what they look for in a potential victim and here are some interesting facts: The first thing men look for in a potential victim is hairstyle. They are most likely to go after a woman with a ponytail, bun, braid or other hairstyle that can easily be grabbed. They are also likely to go after a woman with long hair. Women with short hair are not common targets. The second thing men look for is clothing. They will look for women who's clothing is easy to remove quickly. Many of them carry scissors around to cut clothing. They also look for women on their cell phone, searching through their purse or doing other activities while walking because they are off guard and can be easily overpowered. The time of day men are most likely to attack and rape a woman is in the early morning, between 5 and 8:30 a. m. The number one place women are abducted from/ attacked at is grocery store parking lots. Number two is office parking lots/garages. Number three is public restrooms. The thing about these men is that they are looking to grab a woman and quickly move her to a second location where they don't have to worry about getting caught. Only 2% said they carried weapons because rape carries a 3-5 year sentence but rape with a weapon is 15-20 years. If you put up any kind of a fight at all, they get discouraged because it only takes a minute or two for them to realize that going after you isn't worth it because it will be time-consuming. These men said they would not pick on women who have umbrellas, or other similar objects that can be used from a distance, in their hands. Keys are not a deterrent because you have to get really close to the attacker to use them as a weapon. So, the idea is to convince these guys you're not worth it. Defense mechanisms he taught us are: If someone is following behind you on a street or in a garage or with you in an elevator or stairwell, look them in the face and ask them a question, like what time is it, or make general small talk, "I can't believe it is so cold out here, we're in for a bad winter". Now you've seen their face and could identify them in a line-up, you lose appeal as a target. If someone is coming toward you, hold out your hands in front of you and yell **"Stop!"** or **"Stay back!"** Most of the rapists this man talked to said they'd leave a woman alone if she yelled or showed that she would not be afraid to fight back. Again, they are looking for an **EASY** target. If you carry pepper spray (this instructor was a huge advocate of it and carries it with him wherever he goes,) yelling **"I HAVE PEPPER SPRAY!"** and holding it out will be a deterrent. If someone grabs you, you can't beat them with strength but you can by outsmarting them. If they grab your wrist, pull your wrist back so your hand is in waving position (palm facing forward) and twist it toward yourself and pull your arm away. It is hard to hold onto wrist bones that are moving in that way. They stumble toward you and you stumble back, so you can use that momentum to bring the same hand out and backhand them with your knuckles in the forehead, nose or teeth. If you are grabbed around the waist from behind, pinch the attacker either under the arm between the elbow and armpit or in the upper inner thigh **HARD**. One woman in a class this guy taught told him she used the underarm pinch on a guy who was trying to date rape her and was so

upset she broke through the skin and tore out muscle strands - the guy needed stitches. Try pinching yourself in those places as hard as you can stand it; it hurts. After the initial hit, always go for the groin. I know from a particularly unfortunate experience that if you slap a guy's parts it is extremely painful. You might think that you'll anger the guy and make him want to hurt you more, but the thing these rapists told our instructor is that they want a woman who will not cause a lot of trouble. Start causing trouble, and he's out of there. When the guy puts his hands up to you, grab his first two fingers and bend them back as far as possible with as much pressure pushing down on them as possible. The instructor did it to me without using much pressure, and I ended up on my knees and both knuckles cracked audibly. Of course the things we always hear still apply. Always be aware of your surroundings, take someone with you if you can and if you see any odd behavior, don't dismiss it, go with your instincts. You may feel a little silly at the time, but you'd feel much worse if the guy really was trouble.

PROTECT YOURSELF: If you are ever thrown into the trunk of a car, kick out the back tail lights and stick your arm out the hole and start waving like crazy. The driver won't see you, but everybody else will. This has saved lives. My friend attended a personal safety workshop given by an amazing man, Pat Malone, who has been a body guard for famous figures like Farrah Fawcett and Sylvester Stallone. He works for the FBI, and teaches police officers and Navy SEALs hand-to-hand combat. Here's his advice on: **HOW TO AVOID BEING THE VICTIM OF A VIOLENT CRIME**. 1) The three reasons women are easy targets for random acts of violence are: (a) Lack of Awareness-You **MUST** know where you are and what's going on around you. (b) Body Language-Keep your head up, swing your arms, stand straight up. (c) Wrong Place, Wrong Time-**DON'T** walk alone in an alley, or drive in a bad neighborhood at night. 2) Women have a tendency to get into their cars after shopping, eating, working, etc., and just sit there (doing their checkbook or making a list, etc.). **DON'T DO THIS!** The predator will be watching you, and this is the perfect opportunity for him to get in the passenger side, put a gun to your head and tell you where to go. **AS SOON AS YOU GET INTO YOUR CAR, LOCK THE DOORS AND LEAVE.** (a) A few notes about getting into your car in a parking lot, or parking garage: Be aware -look around you, look into your car, at the passenger side floor, and in the back seat. (b) If you are parked next to a big van, enter your car from the opposite door. Most serial killers attack their victims by pulling them into their vans while the women are attempting to get into their cars. (c) Look at the car parked on the driver's side of your vehicle, and the passenger side. If a male is sitting alone in the seat nearest your car, you may want to walk back into the mall, or work, and get a guard or policeman to walk you back out. **IT IS ALWAYS BETTER TO BE SAFE THAN SORRY.** (Better paranoid than dead.)

PROTECT YOURSELF (Cont.)

3) ALWAYS take the elevator instead of the stairs. (Stairwells are horrible places to be alone and the perfect crime spot)

(a) Do not get on an elevator if there is someone on it that makes you uncomfortable. (b) Do not stand back in the corners of the elevator, be near the front, by the doors, ready to get off or on. (c) If you get on the elevator on the 25th floor, and the Boogie Man gets on the 22nd, get off when he gets on. 4) If the predator has a gun and you are not under his control, ALWAYS RUN! (a) Police only make 4 of 10 shots when they are in range of 3-9 feet. (b) The predator will only hit you (a running target) 4 in 100 times. And even then, it most likely will NOT be a vital organ. RUN.

5) As women, we are always trying to be sympathetic: STOP IT! It may get you raped or killed. (a) Ted Bundy, the serial killer, was a good looking, well-educated man, who ALWAYS played on the sympathies of unsuspecting women. He walked with a cane, or a limp, and often asked “for help” into his vehicle or with his vehicle, which is when he abducted his next victim. (b) Pat Malone told us the story of his daughter, who came out of the mall and was walking to her car when she noticed 2 older ladies in front of her. Then, she saw a police car come towards her with cops who said hello. She also noticed that all 8 handicap spots in the area were empty. As she neared her car, she saw a man a few rows over calling to her for help. He wanted her to close his passenger side door. He was sitting in the driver’s side, and said he was handicapped. He continued calling, until she turned and headed back to the mall, and then he began cursing at her. In the meantime, she wondered why he didn’t ask the 2 older ladies, or the policeman for help, and why he was not parked in any of the empty handicap spots. As she got back to the mall, two male friends of hers were exiting, and as she told them the story, and turned to point at the car, the man was getting out of the back seat into the front, and the car sped away. DON’T GET CAUGHT IN THIS TRAP.

6) Tips for saving your life, if you get into a violent situation: (a) REACT IMMEDIATELY-If he abducts you in a parking lot, and is taking you to an abandoned area, DON’T LET HIM GET YOU TO THAT AREA. If you are driving, react immediately in the situation, and crash your car while still going 5 mph. If he’s driving, find the right time, and stick your fingers in his eyes. He must watch the road, so choose an unsuspecting time, and gouge him. It is your ONLY defense. While he is in shock, GET OUT. (This sounds gross, but the alternative may be death if you do not act.) (b) RESIST- Don’t go along with him: run, if you are able: DON’T EVER GIVE UP! You do NOT want to get to a crime scene. 7) Always keep your distance when walking past strangers on the street or in dark areas. 8) GET A CELL PHONE. There are packages for \$19.95 a month that allow you to program only 911 into the dialing out program. (This is an alternative for parents who say it is too expensive for their kids to have a cell phone.) 9) BREAK DOWNS: Make every effort to avoid this by ALWAYS keeping your car in good working order. (a) If your car breaks down: LOCK YOUR DOORS. You better have a cell

phone to call for help. (b) If you don’t have a cell phone: (shame on you) keep a blanket, warm clothes, a pair of boots, and a flashlight in your car always, for emergencies. (c) If it’s noon on a business day, you may want to put your hazards on and walk to safety. (d) If it’s 2 a.m. put on your warm clothes, and walk to a lighted area. You are a perfect target if you are sitting in your car broken down. Predators search the highways for easy targets like you. (e) If you’re on a desolate road, walk away from the car (in your warm clothes) and go to some bushes, or some area AWAY from your vehicle. It will be cold, and uncomfortable, but you do NOT want to stay in your car, and there are no psycho bogeymen waiting in the bushes who knew you were going to break down there and then. 10) Physical defenses that we can use against the violent predator: (a) The EYES are the most vulnerable part of the body. Poke him there- HARD. It may be your only window of opportunity. (b) The neck is also a vulnerable spot, but you MUST know where to grip, AND HAVE THE STRENGTH to cut off his breath. (c) The last place is the KNEES. Everyone’s knees are very vulnerable, and a swift kick here will take anyone down. A cautionary note about these things. If you do not do these things right the first time, you are in trouble, because it will only anger the individual, and that anger will be taken out on you. I’m not saying don’t attempt them (it may be your only hope), but be forceful when you do. 11) If you are walking alone in the dark (which you shouldn’t be) and you find him following/chasing you: (a) Scream **FIRE!** and not “help.” People don’t want to get involved when people yell “help,” but “fire” draws attention because people are nosy. (b) RUN! (c) Find an obstacle, such as a parked car, and run around it, like Ring Around the Rosie. This may sound silly, but over the years, 5 women have told Pat Malone that this SAVED THEIR LIVES. (d) Your last hope is getting under the car. Once you are under there, there are tons of things to hold on to, and he will not be able to get you out and will not come under for you (most likely). Usually they give up by this point. The catch here is that YOU MUST PRACTICE GETTING UNDER THE CAR. You must have a plan (he will have one); know if you will be going on your back, front, from the side or back of the car. It must be practiced. 12) Never let yourself or anyone that you know be a “closer” in any type of business (bar, store, restaurant, gas station) Our world is not as safe as we would like it to be. Pat Malone said again and again that the women who die EVERY MINUTE from violent crimes expected to go to bed tonight, and get up tomorrow. No one expects it, but we must be prepared and aware so that we **HAVE A PLAN.**
BE PREPARED TO ACT!!!

***Thanks to Agnes Murray.**



UPCOMING TOPICS - SAVE THESE DATES!!!

☺ September 18, 2002 - CWN's Business Meeting

☺ October 16, 2002 - Breast Cancer Awareness

☺ November 20, 2002 - The Road Less Traveled

☺ December 2002 - Annual Holiday Reception

TRAINING - 11/2002 - 12/2002

The Essentials of Communicating With Diplomacy and Professionalism

Nov. 7 & 8 - Ontario

The Conference For Women

11-07-02 San Bernardino

Conflict Management Skills for Women

11-15-02 - Ontario

The Southern California Managers and Supervisors Conference

12-09-02 - San Bernardino

SkillPath Seminars

www.skillpath.com

1-800-873-7545

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General Web Resources

If you would like a list of multiple internet sites that provide resource information, please e-mail Linda Dorsett @ ldorsett@courts.sbcounty.gov. Linda is also on the County Global e-mail list.

"Never confuse activity with results."

Lou Gerstner, CEO IBM

Fred Pryor Seminars -- 1-800-556-2998

www.pryor.com

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University of CA @ Riverside Extension & Summer Sessions

Professional and Continuing Studies

www.ucextension.net

(909) 787-4111 - information

(909) 787-4105 - for a copy of their catalog

Websites that provide information on preparing POWERPOINT presentations:

www.fgcu.edu/support/office2000/ppt

www.ga.k12.pa.us/curtech/powerwk.htm

www.bitbetter.com/powertips.htm

Dale Carnegie Training

Sales, Leadership and Work Skills

1-800-628-DALE (3253)

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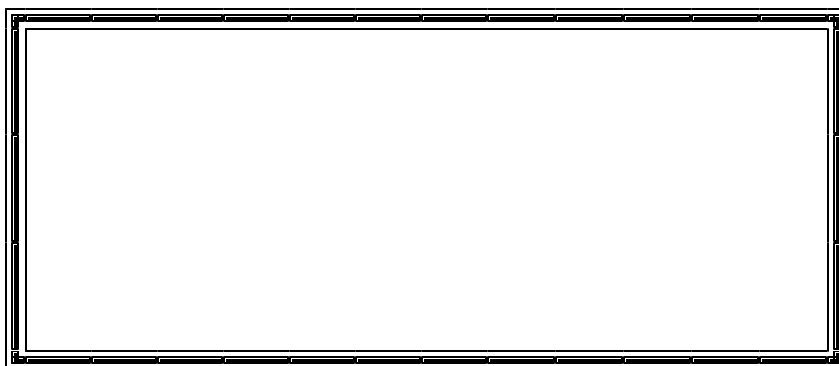
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"You must become the change you seek in the world."

Gandhi

GETTING THE NEWS OUT TO OUR MEMBERSHIP.



NEWS

CWN MEMBER MAILING LIST

Please notify Zelda Verrett, VP-Membership, if your job position, address, and/or phone number has changed.

A current mailing list will ensure you don't miss any issues of CWN News or information regarding the monthly meetings.

PROMOTIONS: **Barbara Morris** was promoted to Secretary II with DBH-OADP, July 29th. **Kathy Williamson** was promoted to Clerk II with Fire/OES, July 13

CONGRATULATIONS TO EVERYONE WHO RECEIVED PROMOTIONS!

QUESTIONS?

You may send questions, inquiries, and/or suggestions to CWN at our e-mail address.

sb_cwn@yahoo.com

CWN is looking forward to hearing from **YOU!**

REQUEST FOR COMMITTEE VOLUNTEERS

Please let us know if you are interested in serving on any of the following committees: Training, Scholarships, Programs, Special Projects, Bylaws, Finance, Membership, Newsletter, and/or Door Prizes.

Thank you in advance for your assistance!

JOB OPPORTUNITIES

Following are websites for employment opportunities with the County, County Schools and Courts:

County: www.sbcounty.gov

County employees who do not have Internet access at work can find the current list of job openings from the Outlook folder list. To access this information, select:

- Public Folders
- All Public Folders
- County-Wide Information
- Employee Related Topics
- Job Announcements

Schools:

www.sbcusd.k12.ca.us/humanresources

Superior Court:

www.sbcounty.gov/courts